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A PUBLICATION OF YOUR JETBLUE SPSC COMMITTEE

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## Profit Sharing

It is only in recent memory that our careers have paralleled an airline industry that is profitable. The old joke has always gone: *"How do you make a million dollars in aviation? You start with two million."*

Last year, management unilaterally changed the profit-sharing formula company-wide effectively cutting it by approximately a third during a time where they are projecting record profits and lowered costs. While a profitable airline is never a guarantee, unilateral changes to past practice is just one of the many reasons why we are seeking to codify our business relationship with management in the form of a negotiated collective bargaining agreement. Your SPSC committee believes that a robust profit-sharing program that shares the profit with those who create it is one of the cornerstones that you have earned in your market-rate CBA.

You are not going to see this takeaway on your disbursement check tomorrow, it is only in 2018 that you will feel the sting of the takeaway. Below is a chart comparing this year's payout, per \$100,000 eligible income, with next year's newly formulated payout. (*assuming identical conditions over the two calendar years*)

|   | Eligible Income |                |                |                  |
|---|-----------------|----------------|----------------|------------------|
|   | \$100,000       | \$150,000      | \$200,000      | \$250,000        |
| <b>2016 Profit Sharing</b><br>(~16.2% - Eligible Income / Nov 2016 & Mar 2017 Payout) | \$16,240        | \$24,360       | \$32,480       | \$40,600         |
| <b>2017 Profit Sharing</b><br>(~11.8% - Eligible Income / 2018 Payout)                | \$11,762        | \$17,643       | \$23,524       | \$29,405         |
| <b>**Difference:</b>  | <b>\$-4478</b>  | <b>\$-6717</b> | <b>\$-8956</b> | <b>\$-11,195</b> |

*\*\*After factoring in the '8% raise', there is a net gain in earnings and never a loss. We are discussing only the unilaterally imposed formula change to profit sharing, this chart illustrates that change in profit sharing disbursements.*

Your SPSC committee would like to recommend that you use your profit-sharing distribution as a vehicle to save for your strike fund.

We sincerely hope you have been following the financial preparedness steps that we have been advertising in previous issues. Each of these steps will bring you closer to financial freedom and provide independence from a paycheck to paycheck existence. Whether you are just getting started and are paying down your debt or by funding your six-month emergency fund, saving your profit sharing will go a long way to further your financial plan and prepare your personal finances in case of a self-help situation.

If you have any questions for your subject-matter experts, ideas for additional topics that we should cover, or just want to let us know what you think, please visit [B6Alpa.com](http://B6Alpa.com) or contact us at [JBUCommunications@alpa.org](mailto:JBUCommunications@alpa.org).

In unity.

FINANCIAL EXPERTS AGREE THAT YOU SHOULD HAVE AT LEAST SIX MONTHS OF YOUR BASIC EXPENSES IN SAVINGS FOR ANY FINANCIAL EMERGENCY THAT MIGHT COME YOUR WAY—THIS INCLUDES THE POSSIBILITY OF A LEGAL JOB ACTION SUCH AS A WORK STOPPAGE.

TAKE A LOOK AT YOUR LIFE AND START SAVING TODAY.

**CONTRACT**  
**ABOVE ALL**

